

**2013 FCC EEO Public File Report for Charter Communications
12560 - OPS Lyon Cnty MN**

This Report Covers September 1, 2012 through August 31, 2013

Total Number of Full-Time Vacancies Filled During This Period: 4
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 5

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State MN
FCC Unit 12560 - OPS Lyon Cnty MN

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment Source	Number Hired
1206095	Broadband Installer	Minnesotaworks.net	2	1
		Employers Direct	0	0
1206095 Total			2	1
1303153	Broadband Installer	Minnesotaworks.net	0	0
		Referral	1	1
		Employers Direct	0	0
1303153 Total			1	1
1303778	Broadband Installer	Minnesotaworks.net	0	0
		Referral	1	1
		Employers Direct	0	0
1303778 Total			1	1
1203939	Broadband Tech I	Minnesotaworks.net	1	1
		Employers Direct	0	0
1203939 Total			1	1
Grand Total			5	4

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Charter.com	www.charter.com		Internet Posting	N/A	N	2
State Job Board-MN.	www.minnesotaworks.net		Internet Posting	N/A	N	3
Simply Hired.com	www.simplyhired.com		Internet Posting	N/A	N	0
Monster.com	www.monster.com		Internet Posting	N/A	N	0
OnDemand-TV	Charter Television	Baxter, MN. 56425	Heidi Bujorian	303-323-1435	N	0
Indeed.com	www.indeed.com		Internet Posting	N/A	N	0
Direct Employers Association	www.charter.com	9002 N. Purdue Rd. Suite 100-Indianapolis, IN.46268	Internet Posting	317-874-9000	N	0
Yahoo.com	www.yahoo.com		Internet Posting	N/A	N	0
Employment Flyers	101 6th St NE	Buffalo, MN. 55313	Wally Shelstad	763-682-5982	N	0

*Charter is a member of the DirectEmployers Association. Though this nonprofit network, job vacancies for this unit are distributed to a wide array of recruitment sources, including, but not limited to, educational institutions state workforce agencies and job bank(s), and organizations that distributes to women, minorities, the disabled, and veterans.

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	Charter Offices	Weekly	Weekly postings of all opening in each Charter office for internal candidates to review.
2	Charter Offices	Monthly	Self-assessment/training program which is designed to enable unit personnel to acquire skills that could qualify them for higher level positions. Supervisors and managers participated in a variety of training programs designed to assist with leadership development and policy administration skills.
3	Direct Employers Association	On-going	Charter is a member of the DirectEmployers Association. Though this non-profit network, job vacancies for this unit are distributed to a wide array of recruitment sources, including, but not limited to, educational institutions, state workforce agencies, and job banks(s), and organizations that distributes to women, minorities, the disabled, and veterans.

